

Labor and Public Employees Committee

February 27, 2014

Testimony of Ellen Blaschinski, President

Association of Managerial Employees in Connecticut State Service (AMECSS)

Senate Bill 222-An Act Concerning the Definition of Managerial Employee

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The Association of Managerial Employees in Connecticut State Service (AMECSS) strongly supports SB 222. This bill provides equity in the definition and use of the term "manager" across state government. Passage of SB 222 will ensure that the term managerial employees as currently defined in higher education, is applied consistently throughout all state agencies.

AMECSS is a professional association of managerial employees in Connecticut state service. The organization has about 250 current members. There are approximately 1,800 managers currently in state service. It is estimated that very few of the 1,800 "managers" in state service have a major role in the administration of collective bargaining agreements or even major personnel decisions, including hiring, firing, discipline or promotion of their staff. As such their classification as "manager" becomes unsupportable.

Since 2007 the number of managers in Connecticut state service has declined by nearly 30 percent<sup>1</sup>. This decline has occurred due to reductions in state spending (position eliminations), retirements and a general perception that managerial service is undesirable. To become a manager in Connecticut state service is agreeing to salary compression and even salary inversion as compared to the collective bargaining supervisory positions that "managers" oversee. To become a manager in Connecticut state service means accepting the SEBAC negotiated terms applied to all Connecticut state employees with no vote or representation in these agreements. It means receiving every one of the negatives of the SEBAC agreements such as furlough days, wage freezes, retirement benefit changes, health insurance changes while being completely excluded from every one of the positives such as job protection, wage increases, preservation of longevity. Being a manager in Connecticut state service currently means being treated worse than every other state employee<sup>2</sup>.

Support of SB 222 creates an opportunity to treat managers equally across state government. The members of AMECSS hope you vote in favor of our fair treatment.

Thank you for raising SB 222 and your consideration of our perspective on this issue.

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<sup>1</sup> Current Issues With Managerial Compensation in State Government, State of Connecticut, Department of Administrative Services, May, 2012

<sup>2</sup> December, 2012 Arbitration, The State of Connecticut And SEBAC, Gr: Managerial Longevity